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MANPOWER UTILIZATION AND ABSENTEEISM IN YUGOSLAVIA

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An examination of the utilization of manpower in Yugoslavia reveals that losses in working hours are due to absenteeism, seasonal fluctuation in jobs, job turnover, fulfillment of obligations to the state, and lack of day nurseries and kindergartens.

Absenteeism

Excusable absenteeism accounted for 926,000 man days lost in the construction industry during the first 9 months of 1949. Of the total number of working hours lost in January 1949, excusable absenteeism in navigation was 8.7 percent, construction 7.7, light industry 5.9, transportation 1.9, trade 1.4, forestry 1.3, finance 1.2; in Bosnia and Herzegovina 6.1, Serbia 5.6, Croatia 5.3, Slovenia 4.3, Macedonia 4.1, and Montenegro, 2.7 percent. Excusable absenteeism was the reason for 3.7 percent of the total number of working hours lost in 1948.

Unwarranted absenteeism accounted for 961,161 man days lost in the construction industry during the first 9 months of 1949. Of the total number of working hours lost in January 1949, unwarranted absenteeism in navigation was 15.8 percent, mining 10.4, railroads 8, heavy industry 4.9, light industry 4, construction 1.8, forestry 1.5, trade 0.6, finance 0.6; in Bosnia and Herzegovina 7.5, Serbia 5.9, and Slovenia 2.2 percent. Unwarranted absenteeism was the reason for 2 percent of the total number of working hours lost in 1948.

Absenteeism due to illness accounted for 454,287 man days lost in the construction industry during the first 9 months of 1949. The volume of illness is frequently high when management is slow to take measures which concern the general welfare of the workers. The installation of ambulant clinics with five beds, in some places, reduced absenteeism due to minor illness by 70 percent. A considerable decrease in absenteeism due to accidental injury is noted between 1947 and 1948.

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Of the total number of working hours lost in industry because of illness, the loss because of accidental injury was as follows (percent):

<u>Reason for Injury</u>	<u>1947</u>	<u>1948</u>
Shortcomings in work organization	31.0	23.5
Shortcomings in technical safety precautions	3.75	.42
Faulty technical equipment	5.90	.90
Blocked passageways and areas	3.45	.52

Seasonal Job Fluctuation

Seasonal fluctuation in jobs in the mining industry, for example, in the period from 1 January 1949 to 30 September 1949 was as follows (percent):

<u>Month</u>	<u>Personnel Taking Jobs</u>	<u>Personnel Leaving Jobs</u>
January	9.9	8.9
February	10.0	7.8
March	10.4	10.9
April	10.9	10.7
May	10.2	9.5
June	12.1	10.9
July	11.3	12.7
August	16.7	11.9
September	16.1	13.7

Job Turnover

Job turnover for August 1949 presented the following picture: (percent)

<u>Type of Industry</u>	<u>Personnel Taking Jobs</u>	<u>Personnel Leaving Jobs</u>
Light industry	9.4	8.1
Construction	18.0	18.1
Navigation	23.4	34.4
Electrical	13.8	19.4
Agriculture	8.4	14.9
Transportation (other than rail)	12.0	3.4
Railroads	15.0	9.7
Mining	17.1	11.2

Job turnover among various categories of workers in the fourth quarter of 1948 was as follows: (turnover among engineers = 100)

<u>Category of Worker</u>	<u>Taking Jobs</u>	<u>Leaving Jobs</u>
Engineers	100.0	100.0
Technicians	186.2	174.7
Administrative workers	112.5	104.1
Skilled workers	281.9	78.1
Semiskilled workers	391.1	426.0
Unskilled workers	466.8	528.4
Apprentices	278.3	283.6
Helpers	255.6	252.4

An analysis of the reasons for job turnover in heavy industry during the first half of 1949 shows the following (percent):

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<u>Month</u>	<u>Transfer</u>	<u>Violation of Work Regulations</u>	<u>Voluntary Resignation</u>
January	38.8	28.1	32.8
February	25.0	28.9	46.0
March	37.3	24.9	37.6
April	40.0	26.9	32.8
May	26.0	27.7	46.1
June	36.0	23.9	40.0
Average	34.4	26.9	34.5

The following new measures are being taken to decrease job turnover: employment of obligatory written long-term contracts, a new regulation against persons who break contracts, return of workers to jobs which they left voluntarily, impossibility of employment without worker's permit, etc. These measures decrease over-all job turnover, but do not decrease job turnover due to the worker's voluntary choice. Therefore, the tie between the worker and his work should be strengthened by bettering his living conditions. At the same time, there is a need to insist on strict rules for employment and discharge and to adjust the restrictions regarding violation of legal and economic regulations.

Obligations to the State

Fulfillment of obligations to the state accounted for 0.18 percent of the total number of working hours lost in 1948.

Lack of Day Nurseries

Lack of day nurseries and kindergartens accounted for a loss of 3 to 4 hours a day by each working mother.

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